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ABSTRACT

This volume is intended as a sourcebook on the negotiated terms of faculty work and as a sociological analysis of the restructuring of faculty as a professional workforce. Two overarching issues are addressed: the balance between faculty self-government and managerial flexibility in contracts, and the internal divisions between faculty that are built into their contracts. Based on a sample of 45 percent of the more than 470 negotiated faculty agreements nationwide (which cover 242,000 faculty), the volume offers examples and analyses of contractual provisions on: salary structures, retrenchment, use and working conditions of part-time faculty, use of educational technology in distance education, outside employment, and intellectual property rights. Chapters include: (1) "Academics as an Organizationally Managed, Stratified Professional Work Force"; (2) "Restructuring Professional Rewards: The Structure, Stratification, and Centrality of Faculty Salaries"; (3) "Retrenchment and Reorganization: Managing Academic Work(ers) for Productivity"; (4) "Reorganizing the Faculty Work Force for Flexibility: Part-Time Professional Labor"; (5) "The Production Politics of Teaching and Technology: Deskilling, Enskilling, and Managerial Extension"; (6) "Managerial Domain and Academic Employees: Outside Employment, Intellectual Property, and Faculty's Own Time"; and (7) "Unionized Faculty: Managing the Restructuring of Professionals and Production Work in Colleges and Universities." (Contains approximately 275 chapter endnotes and 200 bibliographic entries.) (MAB)

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